

5-171-A-



EVALUATION OF CHIEF EXECUTIVE OFFICER

RATING SYSTEM	EXPLANATION
1	Does not meet expectations (performance rarely meets requirements of position; corrective action is necessary).
2	Sometimes/partially meets expectations (performance meets some requirements of position; activities sometimes contribute to organization results; performance can still be significantly improved).
3	Fully meets expectations (performance meets all requirements of position and may exceed some of them; activities contribute to increased/improved organization results; strong performance).
4	Exceeds expectations (performance consistently surpasses requirements of position; activities often contribute to improved or innovative practices; outstanding performances).
N/A	Not applicable, or unable to answer.

A. RELATIONSHIP WITH THE BOARD	RATING	COMMENTS
1. Keeps the Board well informed about current national and provincial care issues.	1 2 3 4 N/A	
2. Keeps the Board well informed about current issues.	1 2 3 4 N/A	
3. Provides the Board and Board committees with agendas, appropriate support information, and clear recommendations, so as to enable the Board to make sound decisions.	1 2 3 4 N/A	
4. Supports Board policy and actions with the public and staff.	1 2 3 4 N/A	
5. Takes direction from the Board and readily accepts constructive criticism of his/her work.	1 2 3 4 N/A	
6. Understands and fulfills his/her role in the formation and administration of Board policy.	1 2 3 4 N/A	
7. Feels free to discuss and debate matters under discussion by the Board, and support the Board's final decisions.	1 2 3 4 N/A	
8. Has a harmonious working relationship with the Board.	1 2 3 4 N/A	
B. MANAGEMENT AND ORGANIZATION	RATING	COMMENTS
1. Establishes an organization structure staffed by appropriately qualified people to meet Campbellford Memorial Hospital's goals and reviews/modifies this as appropriate on an ongoing basis.	1 2 3 4 N/A	
2. Delineates the general direction and annual objectives of the Hospital clearly to all concerned.	1 2 3 4 N/A	
3. Provides appropriate leadership in the definition of the Hospital's vision and strategic plans.	1 2 3 4 N/A	
4. Maintains an organization, which encourages creative and innovative approaches to problem-solving.	1 2 3 4 N/A	
5. Encourages continuing development of the Board and all staff.	1 2 3 4 N/A	
6. Demonstrates ability to initiate and manage change.	1 2 3 4 N/A	

C. BUSINESS AND FINANCE	RATING	COMMENTS
1. Keeps informed on needs of Hospital programs, physical facilities, equipment and staff.	1 2 3 4 N/A	
2. Ensures that Hospital's needs are incorporated into annual operating plans presented for approval to the Board.	1 2 3 4 N/A	
3. Ensures that Campbellford Memorial Hospital is fiscally well managed in terms of controls, procedures and outcomes.	1 2 3 4 N/A	
4. Ensures that Board receives sufficient financial information regularly to be well informed of the Hospital's financial position.	1 2 3 4 N/A	
D. LEADERSHIP	RATING	COMMENTS
1. Understands and keeps informed on evolving health care issues.	1 2 3 4 N/A	
2. Supports and guides the Board in establishing a reputation for Campbellford Memorial Hospital as a leader in health care delivery, both locally and provincially.	1 2 3 4 N/A	
3. Is respected and well-regarded in the health care community, both locally and provincially.	1 2 3 4 N/A	
E. COMMUNITY RELATIONS	RATING	COMMENTS
1. Develops and maintains positive relationships with the media.	1 2 3 4 N/A	
2. Fosters a sense of approachability, openness and accountability in the community.	1 2 3 4 N/A	
3. Invites and ensures consideration of problems and opinions of all groups and individuals.	1 2 3 4 N/A	
4. Participates in community-based activities and encourages the same amongst his/her staff.	1 2 3 4 N/A	
5. Works effectively with private and public agencies.	1 2 3 4 N/A	
6. Is an effective spokesperson and representative of the Hospital.	1 2 3 4 N/A	

F. MISSION EFFECTIVENESS	RATING	COMMENTS
1. Ensures mission effectiveness through the delineation of formal policies and procedures as well as by personal example.	1 2 3 4 N/A	
2. Fosters an organizational climate that reflects the Campbellford Memorial Hospital core values.	1 2 3 4 N/A	
3. Fosters the development of policies and procedures that provide ethical education and guidance to staff.	1 2 3 4 N/A	
G. PERSONAL QUALITIES	RATING	COMMENTS
1. Maintains high standards of ethics, honesty and integrity in personal and professional matters.	1 2 3 4 N/A	
2. Earns respect and standing among professional colleagues.	1 2 3 4 N/A	
3. Devotes time and energy effectively to a job.	1 2 3 4 N/A	
4. Demonstrates ability to work well with individuals and groups at all levels in the organization.	1 2 3 4 N/A	
5. Maintains poise and emotional stability in the full range of professional activities.	1 2 3 4 N/A	
6. Is customarily suitably attired and well groomed.	1 2 3 4 N/A	
7. Uses English effectively in dealing with staff, the Board and the public.	1 2 3 4 N/A	
8. Writes clearly and concisely.	1 2 3 4 N/A	
9. Speaks well in front of large and small groups, expressing ideas in a logical and forthright manner.	1 2 3 4 N/A	
10. Thinks well when faced with an unexpected or disturbing turn of events.	1 2 3 4 N/A	
11. Works at his/her own ongoing professional development and encourages his/her staff to do the same.	1 2 3 4 N/A	

General Comments:

Signature (optional): _____